

**“A STUDY ON WORKERS STRESS MANAGEMENT IN THE SUNBEAM
GENERATORS PRIVATE LIMITED ”**

PROJECT REPORT

**Submitted by
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**DEPARTMENT OF MANAGEMENT STUDIES
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DECLARATION

I hereby declare that the dissertation entitled "**A STUDY ON WORKERS STRESS MANAGEMENT IN THE SUNBEAM GENERATORS PRIVATE LIMITED**" submitted to the Annamalai University in partial fulfillment for the award of the degree of **Master of Business Administration** is a record of the original research work done by me, under the supervision and guidance of **Prof. G. ARUN Dean Academics**, and has not previously formed the basis for the award of any Degree, Diploma, Associateship, Fellowship, or similar title and that it represents entirely independent work on the part of the candidate.

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DEPARTMENT OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that the dissertation entitled "**A STUDY ON WORKERS STRESS MANAGEMENT IN THE SUNBEAM GENERATORS PRIVATE LIMITED**" is based on the original work done by **DINESH. K (Reg.No: 21422310007)** in partial fulfillment of the requirement for the award of Master of Business Administration by Annamalai University during the academic year 2022-2024.

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CHAPTER - I

INTRODUCTIONS

“ A STUDY ON WORKERS STRESS MANAGEMENT IN THE SUNBEAM GENERATORS PRIVATE LIMITED ”

1. INTRODUCTION

Human resource management is the management process of an organisation's workforce, or human resources. It is responsible for the attraction, selection, training, assessment, and rewarding of employees, while also overseeing organisational leadership and culture and ensuring compliance with employment and labour laws. In circumstances where employees desire and are legally authorised to hold a collective bargaining agreement, HR will also serve as the company's primary liaison with the employees' representatives (usually a trades union).

HR is a product of the human relations movement of the early 20th century, when researchers began documenting ways of creating business value through the strategic management of the workforce. The function was initially dominated by transactional work, such as payroll and benefits administration, but due to globalisation, company consolidation, technological advancement, and further research, HR now focuses on strategic initiatives like mergers and acquisitions, talent management, succession planning, industrial and labour relations, and diversity and inclusion.

In start-up companies, HR's duties may be performed by trained professionals. In larger companies, an entire functional group is typically dedicated to the discipline, with staff specialising in various HR tasks and functional leadership engaging in strategic decision making across the business. To train practitioners for the profession, institutions of higher education, professional associations, and companies themselves have created programs of study dedicated explicitly to the duties of the function. Academic and practitioner organisations like wise seek to engage and further the field of HR, as evidenced by several field-specific publications.

1.1. DEFINITION:

According to Edwin B. Flipped, —Human resource management is the planning, organising, directing and controlling of the procurement, development, resources to the end that individual and societal objectives are accomplished

1.2. THE OBJECTIVES OF HRM

The objectives of HRM are the goals of an organisation. Individual or group activities are then organised in such a way so as to achieve those objectives or goals. Organisations and companies aim to secure and manage certain resources, including human resources, to achieve the specified goals.

Human resources must therefore be managed in a way that uses their resources to achieve the organisational objectives/goals. Basically, the objectives of HRM come from and contribute to achieving organisational objectives.

Objectives of HRM

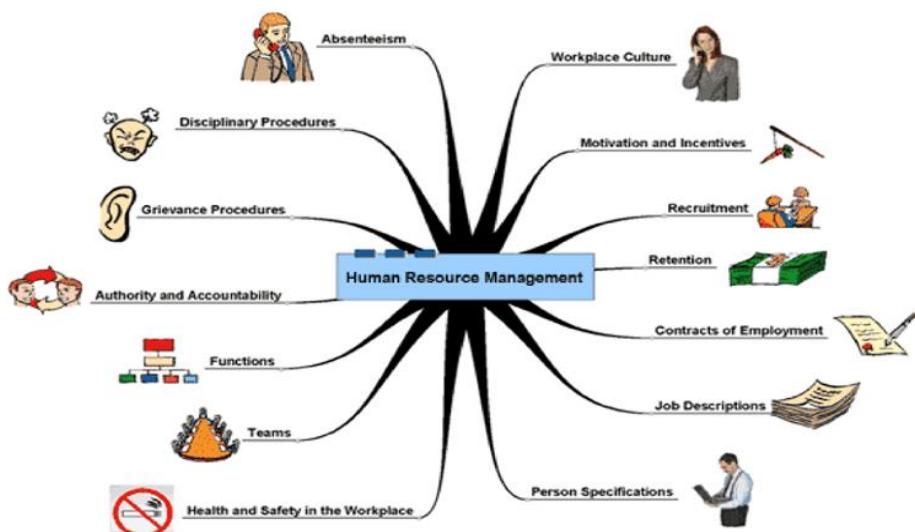
- 1) To establish and use a workforce that is able and motivated, in order to achieve the goals of an organisation.
- 2) To create the desirable organisational structure and working relationships among all the members of the organisation.
- 3) To integrate individuals and/or groups within the company by matching their goals with those of the company.
- 4) To ensure individuals and groups have the right opportunities to develop and grow with the organisation.
- 5) To use what human resources a company has in the most effective way to achieve organisational goals.
- 6) To ensure wages are fair and adequate and provide incentives and benefits thereby satisfying both individuals and groups. Also, to ensure ways of allowing recognition for challenging work, prestige, security and status.
- 7) To have continual high employee morale and good human relations by establishing and improving conditions and facilities within the organisation.

- 8) To improve the human assets by providing appropriate training programs on a continual basis.
- 9) To try to effect socio-economic change in areas such as unemployment, under-employment and inequality by distributing income and wealth. This way society can benefit. Added employment opportunities for women and the disadvantaged will also be impacted in a positive way.
- 10) To offer opportunities for expression.
- 11) To ensure that the organisational leadership works in a fair, acceptable and efficient manner.
- 12) To ensure a good working atmosphere and employment stability by having proper facilities and working conditions.

1.3. Functions of Human Resource Management (HRM)

Human resource management must plan, develop, and administer policies and programs that can make the best use of an organisation's human resources. This is the part of management's role which deals with people at work and their relationships within the organisation. Its aims are:

- 1) To use human resources as effectively as possible;
- 2) To ensure the best possible working relationships among all members of the organisation
- 3) To assist individuals to reach their highest potential.



In Human Resource Management, there are four major areas:

- 1) Planning
- 2) Staffing
- 3) Employee development
- 4) Employee maintenance

These four areas and any associated functions share a common aim. That is to have enough competent employees with the skills, abilities, knowledge, and experience needed to achieve further organisational objectives. Each human resource function (above) can be appointed to one of the four areas of personnel responsibility but there are also other functions that are designed for different purposes. For example, performance evaluation processes provide a stimulus and guide employee development. They are valuable for salary administration purposes also. The purpose of the compensation function is as a stimulus to keep valuable employees and also to attract potential employees. Below is a description of the typical human resource functions

THE FUNCTIONS OF HRM CAN BE BROADLY CLASSIFIED INTO THREE CATEGORIES

- 1) Managerial Functions
- 2) Operative Functions
- 3) Advisory Functions

1. MANAGERIAL FUNCTIONS

Managerial functions of personnel management involve planning, organising, directing and controlling. All these functions influence the operative functions.

a) Planning

It is a predetermined course of action. Planning pertains to formulating strategies of personnel programmers and changes in advance that will contribute to the organisational goals. In other words, it involves planning of human resources, requirements, recruitment, selection, training etc.

B) Organising

An organisation is a means to an end. It is essential to carry out the determined course of action. In the words of J.C. Massie, an organisation is a “structure and a process by which a co-operative group of human beings allocates its task among its members, identifies relationships and integrates its activities towards a common objective.”

c) Directing

The next logical function after completing planning and organising is the execution of the plan. The basic function of personnel management at any level is motivating, commanding, leading and activating people. The willing and effective co-operation of employees for the attainment of organisational goals is possible through proper direction.

d) Controlling

After planning, organising and directing various actives of personnel management, the performance is to be verified in order to know that the personnel functions are performed in conformity with the actual with the plans, identification of deviations if any and correcting of identified deviations.

2. OPERATIVE FUNCTIONS

The operative functions of human resources management are related to specific activities of personnel management, employment, development, compensation and relations. All these functions are interacted with managerial functions. Further, these functions are to be performed in conjunction with management functions.

a) Job Analysis

It is the process of study and collection of information relating to the operations and responsibilities of a specific job. It includes Collection of data, information, facts and ideas relating to various aspects of jobs including men, machines and materials.

b) Human Resource Planning

It is a process for determination and assuring that the organisation will have an adequate number of qualified persons, available at proper times, performing jobs which would meet the needs of the organisation and which would provide satisfaction for the individuals

involved. It involves Estimation of present and future requirements and supply of human resources based on objectives and long range plans of the organisation.

c) Recruitment

It is the process of searching for prospective employees and stimulating them to apply for jobs

- Identification of existing sources of applicants and developing them.
- Creation/identification of new sources of applicants.

d) Selection

It is the process of ascertaining the qualifications, experiences, skills, knowledge etc., of an applicant with a view to appraising his/her suitability to a job. This function includes

- Framing and developing application blanks.
- Creating and developing valid and reliable testing techniques.
- Formulating interviewing techniques.
- Checking of references.

e) Placement

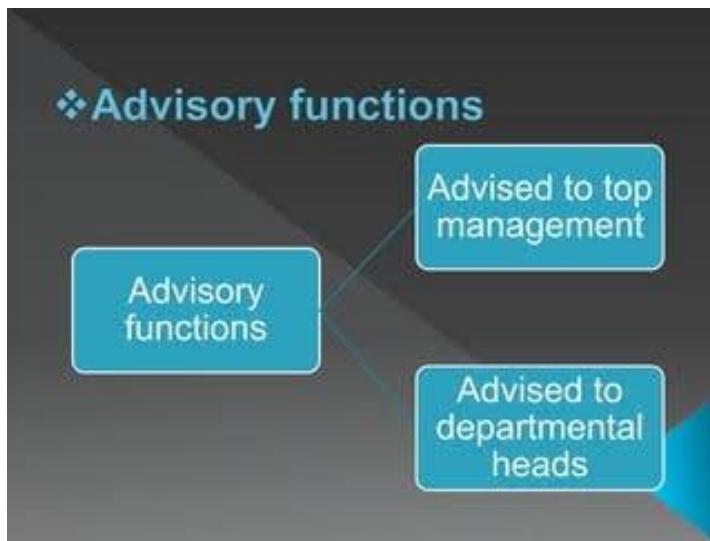
- Counselling the functional managers regarding placement.
- Conducting follow-up study, appraising employee performance in order to determine employee adjustment with the job.
- Correcting misplacements, if any.

f) Induction and Orientation

Induction and orientation are the techniques by which a new employee is rehabilitated in the changed surrounding and introduced to the practices, policies, purposes and people etc., of the organisation.

3. Advisory Functions

Human resource manager has specialised education and training in managing human resources. He is an expert in his area and so can give advice on matters relating to human resources of the organisation.



1) Advised to Top Management:

Personnel manager advises the top management in formulation and evaluation of personnel programs, policies and procedures. He also gives advice for achieving and maintaining good human relations and high employee morale.

2) Advised to Departmental Heads:

Personnel manager offers advice to the heads of various departments on matters such as manpower planning, job analysis and design, recruitment and selection, placement, training, performance appraisal, etc.

1.4. NATURE OF HRM

- 1) HRM is based on certain principles and policies which helps the organisation to achieve its objectives.
- 2) HRM is a pervasive function - It suggest that HRM is not associated to a single department, instead it is a broader function and is spread throughout the organisation, which manages all type of employees/people from lower level to top level departments of the organisation.
- 3) HRM is people oriented - The main core or concern for HRM is the People or human resource. Human resource management works with and for people. It acts as a bridge which brings people and organisation together to achieve individual and organisational goals.

- 4) HRM is continuous activity - As HRM needs to continuously train, develop, or replace to meet the growing level of competition and changes in the market. Hence, it is a continuous activity.
- 5) The HRM is a part of management function. Issues like hiring, training, development, compensation; motivation, communication, and administration etc of employees are taken care by Human resource management.
- 6) The main aim of HRM is optimum utilisation of employees.

1.5. STRESS MANAGEMENT

Introduction

Stress is part of life in a fast-paced society. However, stress is not always bad. We need some stress to stimulate us. The good stress allows us to perform at a higher level, which is beneficial. This type of stress is called eustress. It helps us to set and achieve goals as well as perform at a higher level. For example, the demands of an upcoming competition, work project or exam can create stress, which stimulates a person to work harder to win the competition, finish the project on time or do well on the exam. However, there are times when stress is overwhelming. This type of stress called distress which paralyses rather than stimulates. It contributes to decreased health and well-being. In fact, stress is a factor in 11 of the top 15 causes of death in Canada and is a significant reason for physician visits. Therefore, an important part of healthy living is to learn to bring stress to beneficial levels.

Definition

Stress may be defined as “a state of psychological or physiological imbalance resulting from the disparity between situational demand and the individual’s ability or motivation to meet those demands.” Dr. Hans Sale, described stress as “the rate of all wear and tear caused by life”.

1.6. There are four major types of Stress, namely:

a) Eustress

This is a positive form of stress, which prepares your mind and body for the imminent challenges that it has perceived. Eustress is a natural physical reaction by your body which

increases blood flow to your muscles, resulting in a higher heart rate. Athletes before a competition or perhaps a manager before a major presentation would do well with eustress, allowing them to derive the inspiration and strength that is needed. Eustress is a term that is sometimes used to refer to what many call good stress. Rather than being the root cause for discomfort or emotional distress, eustress motivates people to continue moving forward and enjoy actions and events that require some effort but ultimately provide a great deal of satisfaction. The term appears to have originated with Hans Selye, an endocrinologist who wrote about the impact of stress on the mind and body.

b) Distress

We are familiar with this word, and know that it is a negative form of stress. This occurs when the mind and body is unable to cope with changes, and usually occurs when there are deviations from the norm. They can be categorised into acute stress and chronic stress. Acute stress is intense, but does not last for long. On the other hand, chronic stress persists over a long period of time. Trigger events for distress can be a change in job scope or routine that the person is unable to handle or cope with.

Definition: Pain or suffering affecting the body, a bodily part, or the mind, a painful situation or a state of danger

c) Hyper Stress

This is another form of negative stress that occurs when the individual is unable to cope with the workload. Examples include highly stressful jobs, which require longer working hours than the individual can handle. If you suspect that you are suffering from hyper stress, you are likely to have sudden emotional breakdowns over insignificant issues, the proverbial straws that broke the camel's back. It is important for you to recognise that your body needs a break, or you may end up with severe and chronic physical and psychological reactions. Stress can take many forms and shapes in a person's life including depression, withdrawal, and the inability to seek help or to maintain a romantic relationship.

d) Hypo Stress

Lastly, hypo stress occurs when a person has nothing to do with his time and feels constantly bored and unmotivated. This is due to an insufficient amount of stress; hence some stress is inevitable and helpful to us. Companies should avoid having workers who experience hypo stress as this will cause productivity and mindfulness to fall. If the job scope is boring and repetitive, it would be a good idea to implement some form of job rotation so that there is always something new to learn.

There are many types of stress that leave a person feeling anxiety in certain aspects of their life. Unlike hyper stress which occurs when someone is overloaded by coursework or their workload in a work setting, hypo stress does the opposite, triggering feelings of boredom in people. Usually due to repetitive actions such as a retail job where you act more like a robot with the same tasks over and over, hypo stress can leave a person feeling unstimulated, unchallenged or uninspired. In the long run, it can contribute to overall happiness or lack of happiness and worthiness in someone.

1.7. Symptoms of Stress

Stress can cause changes in those experiencing it. In some cases there are clear signs that people are experiencing stress at work and if these can be identified early, action can be taken before the pressure becomes a problem. This may make it easier to reduce and eliminate the causes.

Types of Stress symptoms

- 1) Physical symptoms
- 2) Mental symptoms
- 3) Emotional symptoms
- 4) Behavioural symptoms

Physical Symptoms

- Palpitation, chest pain, general discomfort, sleeplessness, feeling of fatigue .
- Indigestion, constipation, other digestive discomforts which don't have origin in gastrointestinal infections
- Overeating, under eating, nausea, giddiness, other eating disorders like bulimia
- Menstrual disorder, stomach cramps

- Rashes, itching, boils/ skin problems, strain in eye
- Falling hair, premature greying of hair
- Low resistance to cold, infections
- Obesity, arthritis, hypertension, strokes.

b. Mental Symptoms

Like physical problems, mental symptoms are also regarded as problem areas which if not handled properly can lead to severe disorder needing intervention by experts.

Some of these symptoms are:

- Lack of concentration
- Communication problem
- Trouble in decision making
- Difficulty in remembering temporary and selective memory lapses
- Repeating mistakes
- Becoming an introvert / extrovert
- Hypochondria
- Depression
- Hallucination

c. Emotional Symptoms

The emotions we feel have a direct connection with the body- mind condition which responds to environmental inputs as well as to the interpretation of such inputs.

- Prone to anger and violence
- Easily irritated, panicky
- Mood swings, emotional, over and under drive
- Feeling lonely and useless
- Guilty, ashamed, anxious
- Suffering from phobias, fearful, distressful
- Lapsing into crying spell
- Too much of artificial laughter
- Feeling a lump in the throat while talking
- Ill will towards others, feeling of insecurity

d. Behavioural Symptoms

Our behaviour reflects our mood, State of mind, Emotions, thoughts and physical well-being discomfort. Of course, the better actors amongst us do succeed in camouflaging the true feelings. In fact these are people who take pride in saying that thought inside their mind they have two horses pulling them apart in two different directions yet they carry on with life by setting up a third from which is a mask to their real inner being. Masking does help once in a while either by keeping others at a distance or by protecting oneself against perceived as well as real harm.

Some of the Stress generated Behavioural Symptoms are as follows:

- Excess smoking / drinking
- Erratic sleeping time
- Poor time management, excess time boundaries
- Withdrawn, over active
- Rash driving, technophobia
- Aggressive behaviour, lethargic / workaholic
- Addiction to computer
- Over ambitious, emotional

CHAPTER - II

REVIEW OF LITERATURE
ON STRESS MANAGEMENT

REVIEW OF LITERATURE ON STRESS MANAGEMENT

According to Mulay, (2013) Job stress is a common problem across occupations and it impacts job performance. Although most contemporary studies highlight the negative effect of stress on job performance (distress), mild stress is known to enhance an employee's performance (eustress). It is necessary to take a holistic picture of antecedents to job stress by including the effects of personality, organisational factors and the work- family interaction in the perception of job stress.

This article defines stress, examines whether it has a positive or a debilitating effect on performance before providing managers with techniques to manage their occupational stress as well as to deal with the stress levels of their subordinates.

By Zoo Keeper (2008) Stress, both work and non-work-related, can have a profound consequence on an organisational climate and morale. For most people, a moderate amount of stress can be beneficial (positive stress). But when pressure and stress reach a level where an individual struggles to cope, both mental and physical changes can occur. There are numerous negative stressors impacting today's work force. Things like job security fears, increased workloads and extended work hours can all result in negative stress. Some of the outcomes of stress on an organisation Grant include employee job dissatisfaction, employee turnover, absenteeism, reduced performance and lack of productivity and efficiency

According to LaMontagne & Dr Tessa Keegel (2012), The term 'job stress' refers to distress resulting from a situation where the demands of a job are not matched by the resources provided to get the job done. Either or both sides of this equation can be modified to prevent or reduce job stress - modifying demands or stressors and improving job resources. Resources might include a worker's occupational skills, job experience or education, or organisational resources such as machinery, raw materials, or staffing levels available to produce goods or provide services. Job stressors are working conditions that increase the risk of job stress and consequent impacts on health. Job stress is one of the most important workplace health risk for employees in developed and developing countries (Paul, 2002; Danna and Griffin, 2002). There are a number of workplace factors, called job

stressors that make jobs stressful and difficult for number of employees in services as well as manufacturing industries. Additional stressors concern interpersonal relationships at work, such as conflicts with the behaviour of supervisors, conflicts with colleagues, conflicts with subordinates and conflicts with management policies (Paul, 2002).

Research in organisational behaviour has shown that an individual could suffer from significant health complications backaches, headaches, gastrointestinal disturbances, anxiety and depression amongst others - if subjected to stress over a long time. Behavioural changes in the form of excessive tobacco smoking and alcohol consumption, nervous disorders, heart diseases, diabetes, obesity etc are also related to stress. Job dissatisfaction is known to lead to job stress, which in turn reduces the productivity (Madeline, 1983).

Stress is defined in terms of its physical and physiological effects on a person, and can be a mental, physical, or emotional strain. Stress occurs due to a demand that exceeds the individual's coping ability, disrupting his or her psychological equilibrium". Hence, in the workplace environment stress occurs when the employee perceives a situation to be too difficult to handle, and is threatening to his or her well-being. Workplace stress is the result of the interaction of the worker and the conditions of work. There are different opinions on the importance of worker characteristics versus working conditions as the primary cause workplace stress. The difference in the viewpoints is the basis for existence of different strategies in preventing stress at work. Variations in individual characteristics such as personality and coping skills can be critical in predicting whether certain job conditions will result in stress. Specifically, a stressful condition for one person may not be a problem for another person. Stress-related disorders encompass a broad array of conditions, including psychological disorders (e.g., depression, anxiety, post-traumatic stress disorder) and other types of emotional strain (e.g., dissatisfaction, fatigue, tension), maladaptive behaviours (e.g., aggression, substance abuse), and cognitive impairment (e.g., concentration and memory problems). Workplace stress is also linked with various biological reactions that may ultimately lead to compromised health, such as cardiovascular disease or in extreme cases death.

Stress factor not only affects how you interact with others but also how you perform in daily life. All above is about negative stress and its consequences are negative to the

individual as well as for organisations and society. There is another type of stress which is essential for every individual one not only to come into action but also to perform at the best. This type of stress is called entreesi and it has positive consequences on the individuals, organisations and society, that's why it is called positive stress as well. This is the positive stress which enables one to get up in the morning and force a student to prepare for the exam but it is positive at certain limit otherwise it will be negative and thus damaging.

People have different level of stress even in similar situations because of the various reasons. The intensity of job stress relies on the degree of the job demands and the ability of the individual to control these job demands or freedom to make decisions at the jobS. We cannot avoid stress at workplace and in our personal lives. some organisations have low stress and some have high stress which adversely affects the health of its employees. Justice in an organisation is a circumstantial factor at work which creates positive low stress an organisational environment. There is negative relationship between workplace stress and health o an employee. Long working hours and work burden are observed the most important stressors in this studied.

The word stress is being daily used by most of the people but the meaning of stress is not clear to them. All the current definitions of stress state that people experience stress because of the demands or pressure. it is an individual experience and ability of the individual to manage the 96 things is effected ov the stress. Job stress arises when there is imbalance between the job demands and abilities and skills of an employee to deal with these demands I Many researcher argue that stress at workplace has an impact to performance in one way or another.

Work stress can eventually cause the employee to tee excessively tired. exhausted and depressed. as well as to suffer phsicaailments. The employee can become overstrained or. if the situation persists for a lenothy period of time. start to suffer from burn-out 2
Most of the literature examining reduced hour (or workload arrangements, which involve a reduction in workload or hours with a commensurate pay reduction, focus on employer interest in retaining human capital, in particular top talent 13. Even if, or when, there is no effect on employees work life balance, flex time are often associated with improved organisational performance A study in UK indicated that the majority of the workers were

unhappy with the current culture where they were required to work extended hours and cope with large workloads while simultaneously meeting production targets and deadlines 15.

Occupational stress inadvertently consequences low organisational performances Job stress although has belittling impact on any organisation and individual's performance but can shape dire consequences when related to health care [9]. The importance of stress is highlighted nowadays by the employers to manage and reduce stress through practical guidelines in public sector but not in private organisations 10.

"Stress is a combination of physical and psychological reactions to events that challenge or threaten us. In normal circumstances, the stress response is a powerful protective mechanism that allows us to deal with sudden changes. dangers or immediate demands. In abnormal circumstances. stress overwhelms our protective mechanisms. leading to serious negative health outcomes". Work plays an important role in the lives of most people. After all, a salaried job pays the bills and enables us to survive. Work, whether paid or unpaid, also helps us to shape our identity, gives a purpose to our existence, allows us - or forces us - to structure our time, gives us a useful way to spend our days. contributes to our social status. and finally. brings us into contact with others (diegrist. ZUIU. When an employee is unable to meet the demands of work (within the time available), a work pressure problem arises that can lead to work stress.

CHAPTER -III

COMPANY PROFILE

2. COMPANY PROFILE



SUNBEAM GENERATORS PRIVATE LIMITED has been started in the year 1996 and took over by our present managing director Mr. PUSHPA RAJ in the year 2002. On obtaining the OEM from KIRLOSKAR oil engine limited (KOEL) and started doing manufacturing and selling of KIRLOSKAR diesel generator sets in Tamil Nadu, Puducherry, Andaman & Nicobar Island, Andra Pradesh and Telangana.

Sunbeam, the power of silence is one of the top players in the alternate power market segment- manufacturing and supplying canopied DG sets to offices, hotels, restaurants, hospitals, bank and homes It offers 24*7 service to its proud customer who repays sunbeam for its best-in-class product with service.

Sunbeam's manufacturing facility is in, southern India and is certified as conforming to ISO9001:2005 ISO 14001:2015 ISO 45001 2018, and sprawls over a 1,00,000sq.ft are housing, the shop floors and the administrative officers. It was born out of ideology of an integrated process line. Puducherry features of fantastic infrastructure set up and to fully meet client expectations.

Sunbeam shows-cases a blue-chip clientele that features the who of the industry, spread over-the geographical boundaries of India and drawn from the cream of office, home and industrial applications- corporate houses, Manufacturing units, Export processing Zone

(EPZ), Hospital, Hotels, Institutions, Offices, Shopping malls and food chains, and a host of such other facts.

Sunbeam believes in keenly listening to its clients even to the smallest detail in his needs which in why, the company possess the capacity to provide world-class technical support, i.e., total solution, in short. The urge to produce the very best, the eagerness to keep abreast of current global trends in technology and manufacturing and ceaseless striving to achieve zero-defect spurs.

In sunbeam it's generate in KOEL it's an Kirloskar Oil Engine Limited was an (KOEL) Kirloskar Group of company Headquarters in PUNE Maharashtra plant.

The group exports to over 70 countries over most of Africa, Southern Asia and Europe.

Subsidiary = Toyota Kirloskar Motor

Founded = 1888

Kirloskar one of the world's largest power generating set manufacturers in the world

Power of output (2.1 KW to 5200 KVA)

2.1. COMPANY DETAILS

SL.NO	PARTICULAR	DETAILS
1	Name	Sunbeam Generators Pvt. Ltd
2	Locations Of Manufacturing Unit	R.S No:24/1,2,5,3a,3Ca& 3D,Canal Road,Koodappakkam, Puducherry- 605 502
3	Phone Number	0413-2661032
4	Websites address	www.sunbeampower.com
5	Board of Directors	Mr.P.S. Pushpa raj
6	Total Number of Employees	240

7	Working Hours	9.00 Am to 5.30 pm
8	Year of Establishment	1995
9	Nature of Business	OEM (original equipment manufacturer)
10	Legal Status of Firm	Private Limited Company (Ltd./Pvt. LTD)

2.2. COMPANY PRODUCTS

- Sunbeam had set up all facilities to manufacture sound proof diesel generators set like turret, punch, press, and cutting and bending machine, foam fixing, pre treatment and powder coating plant.
- In the year of 2005, Government of India implemented noise pollution control act and all DG set manufacturers are requested to sell the DG set along with sound proof enclosures, due to those norms, sunbeam had moved to a bigger place and invested in implementing world class equipment and technology.
- The product profile of sunbeam has expanded its wings to following products

PRODUCT PROFILE

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 - The product profile of sunbeam has expanded its wings to following products.
- 1) Diesel generators set.

- 2) Light tower assemblies.
- Presently, sunbeam has DG set marketing office in Tamil Nadu (Chennai, Coimbatore, Madurai, Trichy, Salem, and Hosur) Puducherry and Andhra Pradesh comprising of 34 plus dealers.
 - The product range DG sets 2.4kVA to 1010kVA and transit mixer 4 Cu.m to 9 Cu.m.
 - The primary product developed in SBG is the "CANOPIED DG SET". Here, canopy is used as acoustic enclosure for sound proof the DG set. Also, they manufacture infra equipment's like.

COMPANY PRODUCTS

- 1) Transit mixer for concrete.
- 2) Batching plant for concrete.
- 3) Sheet metal components.
- 4) Boom pump.
- 5) Mixture pump.
- 6) Concrete pump.

1. DIESEL GENERATORS SET.



- Presently, sunbeam has DG set marketing office in Tamil Nadu (Chennai, Coimbatore, Madurai, Trichy, Salem, and Hosur) Puducherry and Andhra Pradesh comprising of 34 plus dealers.Cu.m.
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- The primary product developed in SBG is the "CANOPIED DG SET". Here, canopy is used as acoustic enclosure for sound proof the DG set. Also, they manufacture infra equipment's like.

THE CORE DEPARTMENT FOR GENERATORS

- 1) Press shop
 - 2D
 - 3D
- 2) Fabrication or welding
- 3) Surface finish
- 4) Pre-treatment.
- 5) Powder coating.
- 6) Painting.
- 7) Stuffing or insulating
- 8) Assembly / integration
- 9) Control engineering
- 10) Testing and PDI.

2. TRANSIT MIXER FOR CONCRETE.

Transit mixer is a multipurpose device that used to transport concrete mortar from a concrete batching plant. The transit mixer is loaded with dry material and water; The transit mixer consists of a drum with a spiral blade which has the ability to move in two directions.



3. BATCHING PLANT FOR CONCRETE.

A concrete plant, also known as a batch plant or batching plant or a concrete batching plant, is equipment that combines various ingredients to form concrete. Some of these inputs include water, air, admixtures, sand, aggregate (rocks, gravel, etc.), fly ash, silica fume, slag, and cement.



4. MIXTURE PUMP.

Mixing pumps are continuously operating special machines for mixing and pumping standard pumpable dry mortar products, or pasty material. The mixing pump can be fed manually with sacked material or automatically by silo.



5. CONCRETE PUMP

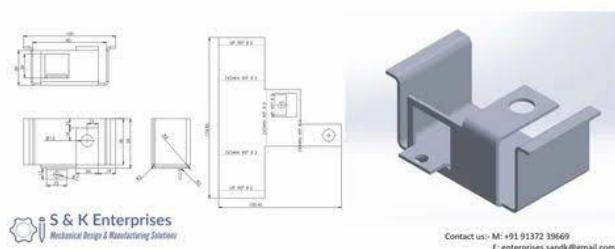
A concrete pump is a construction tool that helps you transfer freshly mixed concrete to the worksite when and where it's needed. Concrete pumps work by utilising a valve system and hydraulics. There are two primary types of concrete pumps line pumps and boom pumps.



6. SHEET METAL COMPONENTS.

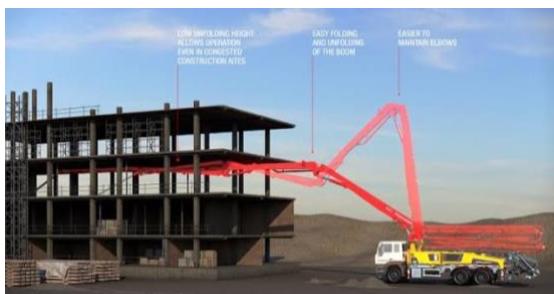
There are many different metals that can be made into sheet metal, such as aluminium, brass, copper, steel, tin, nickel and titanium. For decorative uses, some important sheet metals include silver, gold, and platinum (platinum sheet metal is also utilised as a catalyst).

Sheet Metal Designing



7. BOOM PUMP

A boom pump is a truck-mounted pump that is ideal for pouring large amounts of concrete quickly and at height. A line pump is a more compact stationary pump mounted to a trailer that is easier to manoeuvre around a job site and is ideal for horizontal pumping.



ACHIEVEMENTS

- 1) 1. First GOEM (Genst original equipment manufacturer) in all India basis to get ISO 9001 2000 in FY 2004 2005.
- 2) 2. First GOEM (Genst original equipment manufacturer) in all India basis to get updated version ISO 9001 2008 in FY 2008 2009.
- 3) 3. First GOEM (Genst original equipment manufacturer) in all India basis to get updated version ISO 9001 2015 in FY 2015 2016.
- 4) 4. First GOEM to guide the KDGSD's (Kirloskar diesel genset dealer) to get ISO 9001.2000 in FY 05 06.
- 5) 5. First GOEM to have all facility in one roof for manufacturing Kirloskar green Canopied silent genset with ARAI, approval as per CPCB norms.
- 6) 6. Ranked no. I in quality audit conducted by KOEL for the FY2008-2009.
- 7) 7. The highest growth rate among all GOEM's for KOEL (Kirloskar oil engine limited) in the year 2008 2009.
- 8) 8. Achievement of crossing the landmark of 1000 Kirloskar green DG sets by June 2010.
- 9) 9. Special achievement award by KOEL on PG segment 2005_2006.

- 10) 10. A+rating in quality standard in manufacturing of Kirloskar green DG sets by June 2010.
- 11) 11. Six sigma green belt certificate 2010_2011 by KOEL.
- 12) 12. Kaizen champion award presented by CII FY 2011.
- 13) 13. Recognition for maintaining manufacturing process and categorized under green Zone FY 2011 by KOEL.
- 14) 14. ISO 14001:2015 & OHSAS 18001:2007 certified from the year 2018.
- 15) 15. ISO 45001:2018 certified from the year 2019.

MILESTONE OF THE COMPANY:

- Incorporated in the year 1996 April
- Original equipment manufacturers (OEM) for Kirloskar, Ashok Leyland and caterpillar powered DG sets
- Kirloskar introduced GENPOWER 2000 Sunbeam was not selected as OEM for Kirloskar range power DG sets
- In July 2002, sunbeam takes over by the present management Kirloskar.
- From the 2002, their sales have been increased gradually. The company has started exporting DG sets to African countries like Tanzania.

COMPETITORS

- Ashok Leyland company
- Cummins
- Caterpillar
- Mahindra Generators

CHAPTER -IV

RESEARCH DESIGN

4. RESEARCH DESIGN

4.1. STATEMENT OF PROBLEM

The stress level among employees decreases the performance and also deteriorates the physical and intellectual functioning. High stress affects the creative performance and results in forgetfulness, frequent mistakes, restlessness, lack of concentration or irritability.

4.2. SCOPE OF THE STUDY

This particular study about Work Stress Management is restricted within the organisation. The A STUDY ON WORKERS STRESS MANAGEMENT IN THE SUNBEAM GENERATORS PRIVATE LIMITED conducted on the employees of the organisation. This is not because of non-availability of resources but the nature of the study itself restricts it. It studies the existence or non - existence of stress among the employees in the organisation and identifies the factors which are contributing for stress (If any). It also provides the various steps adopted by the organisation for managing the work stress of the employees, which can be used as future reference for decision-making and policy making with regard to the employees. This study reveals the morale of the employees

4.3. OBJECTIVES

- The objective of the study is to identify the existence of work stress in the Organisation.
- If YES, then to study the factors causing stress among the employees
- To study the impact and usefulness of Work Stress
- Management and also to suggest measures for coping with stress.

4.4. NEED OF STUDY

Stress being an invisible factor, may affect any person, any organization and people involved in it. This study focuses on analyzing the stress level and the importance of stress management for employees under high pressure and high work load in SUNBEAM.

4.5. OPERATIONAL DEFINITIONS

STRESS : Stress is a state of psychological or physiological imbalance resulting from The disparity between situational demand and the individual's ability or motivation to meet those demands.

STRESSORS : Stressor refers to an agent, condition or other stimulus that causes stress To an organism. A stressor can be physical, psychological or social force.

4.6. SOURCES OF DATA COLLECTION

PRIMARY SOURCES : The procedure followed in the collection of primary data is from structured questionnaire and interview from the target employees.

SECONDARY SOURCES : The data is collected through information available with the company in the form of past records.

4.7. LIMITATIONS OF STUDY

- The study is limited to time constraints.
- The study will be confined to only 90 respondents who are the employees of SUNBEAM only.
- Analysis is done based on the assumption that respondents have given correct

information through questionnaires.

4.8. RESEARCH METHODOLOGY

BASIC RESEARCH

Basic research is used to explore the fundamental bases of behavior, without regard to how those bases are manifested in the real world. Basic research aims to explain, predict, and describe fundamental bases of behavior. It is called basic, pure, fundamental research. The main motivation is to expand man's knowledge, not to create or invent something. There is no obvious commercial value to the discoveries that result from basic research. Basic research lay down the foundation for the applied research

4.9. TYPES OF STUDY

- The present study is partly exploratory, partly descriptive and partly causal.
- It is exploratory because it is concerned with identifying the existence and non-existence of stress.
- It is descriptive as it aims to describe the various internal factors that contribute to stress.
- It is causal as it aims to analyse the causes for stress and the effect of stress in the performance of the employees.

4.10. SAMPLE DESIGN

A sample of 90 employee's is taken out of a total population of 240 employees (37%), based on judgment sampling. The sample is selected in such a way that it includes the employees of all ages, different designations from different educational streams with distinct experience from various departments. Hence the sample is a representative of the population and an unbiased mix of all factors.

SAMPLE SIZE

Out of the total universe 240 employees a total of employees a total of 90 employees belonging to different units.

TOOLS AND TECHNIQUES FOR DATA COLLECTION:

The primary information was collected by distributing the questionnaires and by performing surveys. On the basis of tables, the facts are presented in the form of pie charts.

- The data is collected and classified using convenience sampling method.
- The classified data is tabulated and calculated into percentages.
- The tabulated data is shown in the pie charts for better understanding.

4.11. RESEARCH INSTRUMENT

The research instrument used for the survey is a structured undisguised questionnaire. The questionnaire has been framed in structures and undisguised form, with a total number of 25 questions. It has both open ended and closed ended questions. The information collected through personal interview is also being used. Pre-testing was conducted to find if there were any discrepancies in the questionnaire designed necessary changes were made after designing the questionnaire for which data was collected.

Diagrams used

- Pie Charts
- Bar Charts

CHAPTER - V

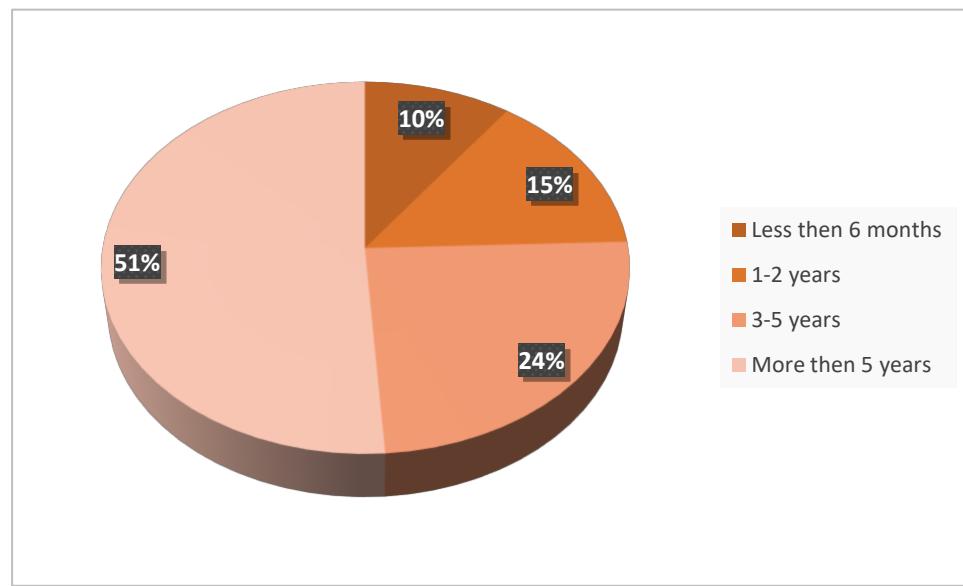
ANALYSIS AND DATA INTERPRETATION

5. ANALYSIS AND DATA INTERPRETATION

TABLE 5.1: NUMBER OF YEARS SERVICE IN THE ORGANISATION

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Less than 6 months	9	10%
1-2 years	13	14%
3-5 years	22	24%
More than 5 years	46	51%
TOTAL	90	100%

GRAPH 5.1:



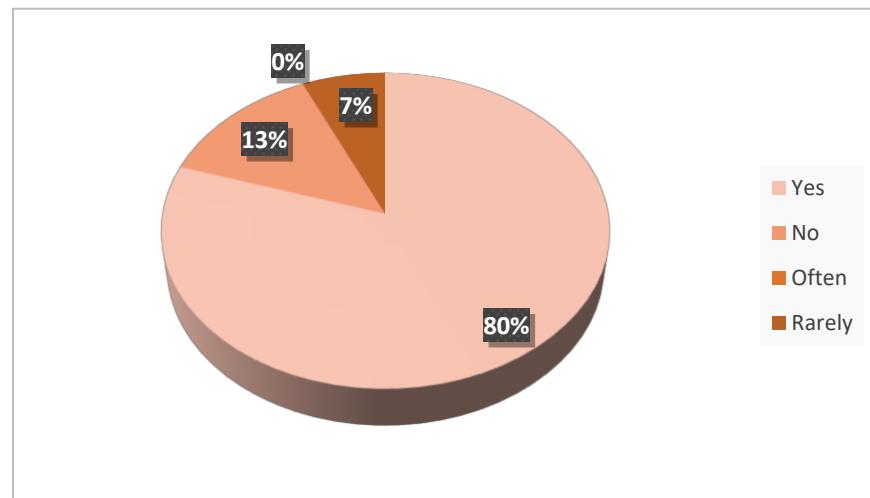
INFERENCES

From the above data it is analysed that out of 90 respondents, 9 of them have worked for less than 6 months, 13 of them have worked for 1-2 years, 22 of them have worked for 3-5 years and 46 of them for more than 5 years. Most of the employees have been working in this company for more than 5 years And more than 3-5 years of experienced employees there are working.

TABLE 5.2: IF EMPLOYEES HAVE TIME TO PERFORM WORK WITHOUT ANY DISTURBANCE

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	72	80%
No	12	13.3%
Often	0	0%
Rarely	6	6.6%
TOTAL	90	100%

GRAPH: 5.2



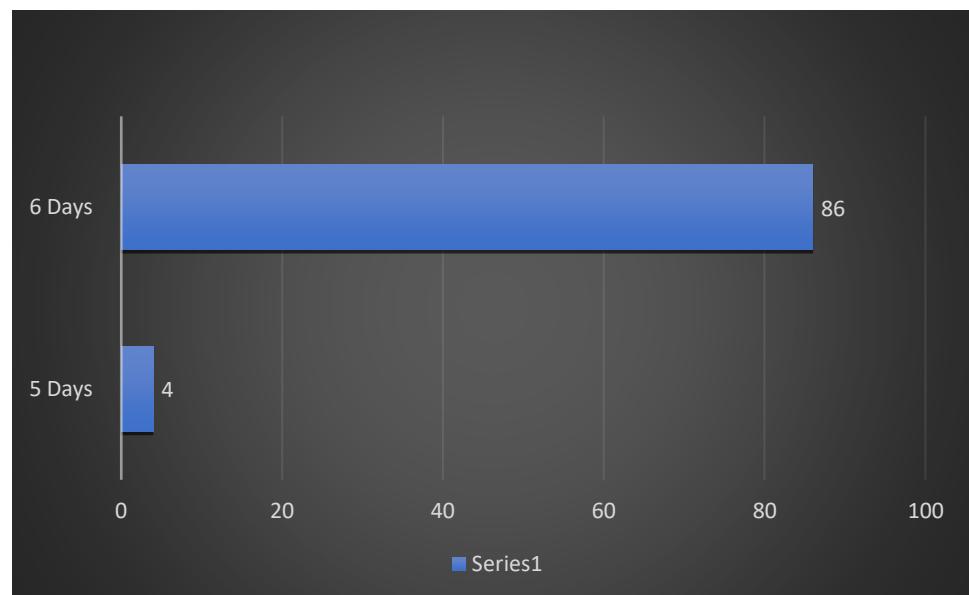
INFERENCES

From the above table it is analysed that out of 90 respondents, 72 of them have enough time to perform their work without any disturbance, 12 of them do not have time to perform their work without disturbance, and 6 of them find time rarely to perform their work without disturbance. This table shows whether the employees are able to do their work in the given time frame, without any disturbance. From the data collected it can be analysed that less than half of the employees say no, few workers say they are rarely interrupted at work and majority employees say yes, that means they are working in favourable environment

TABLE 5.3. WORKING DAYS PER WEEK

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
5 Days	4	4%
6 Days	86	96%
TOTAL	90	100%

GRAPH: 5.3



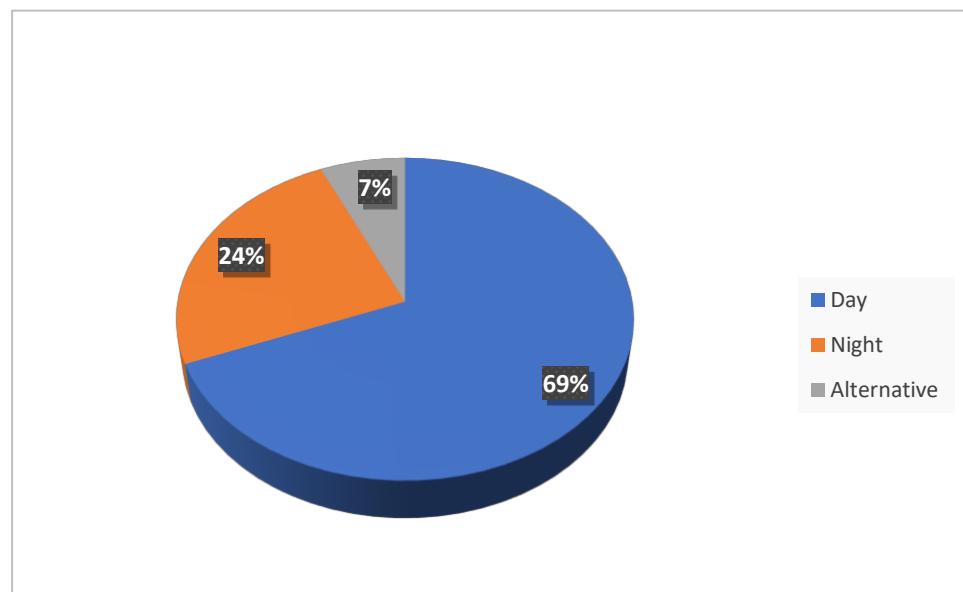
INFERENCES

From the above graph, we can analyse the Maximum workers work 6 days a week so only low cost workers work 5 days per week and 96% of people said they work six days a week. From the above table it is analysed that 90 respondents, 4 peoples said 5 Days and 86 peoples said 6 Days most of the people's said 6 Days working per week.

TABLE 5.4. WORKING SIFTS

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Day	62	69%
Night	22	24%
Alternative	6	7%
TOTAL	90	100%

GRAPH: 5.4

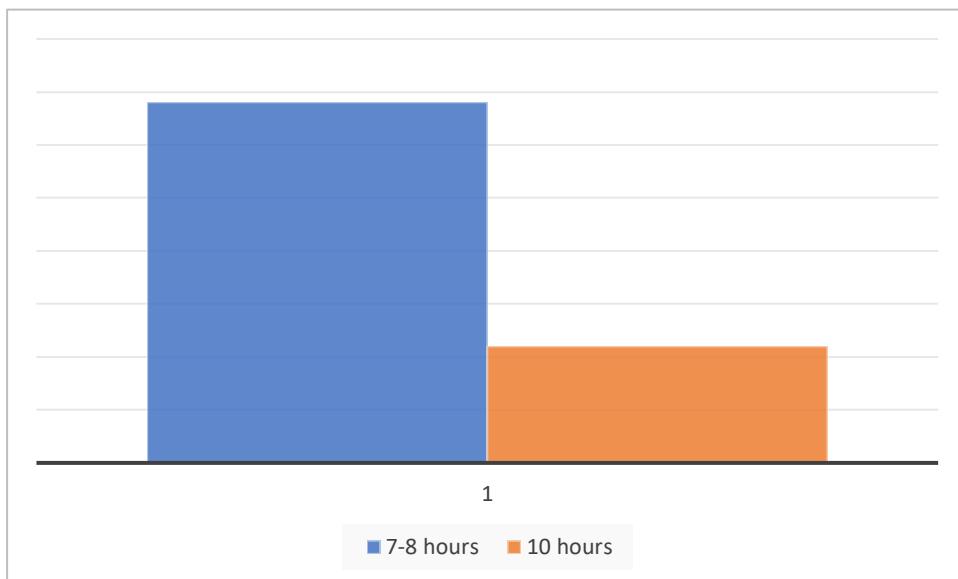


INFERENCES

From the above graph, we can analyse Out of the 90 people I surveyed, 62 people said that they would work during the day, 22 people said that they would work at night, and the remaining nine people said that they would work either day or night.A maximum of 69% people go to daytime work and 24% people go to work at night then remaining 7% of the people working at alternative.

TABLE 5.5. WORKING HOURS

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
7-8 hours	68	76%
10 hours	22	24%
TOTAL	90	100%

GRAPH: 5.5

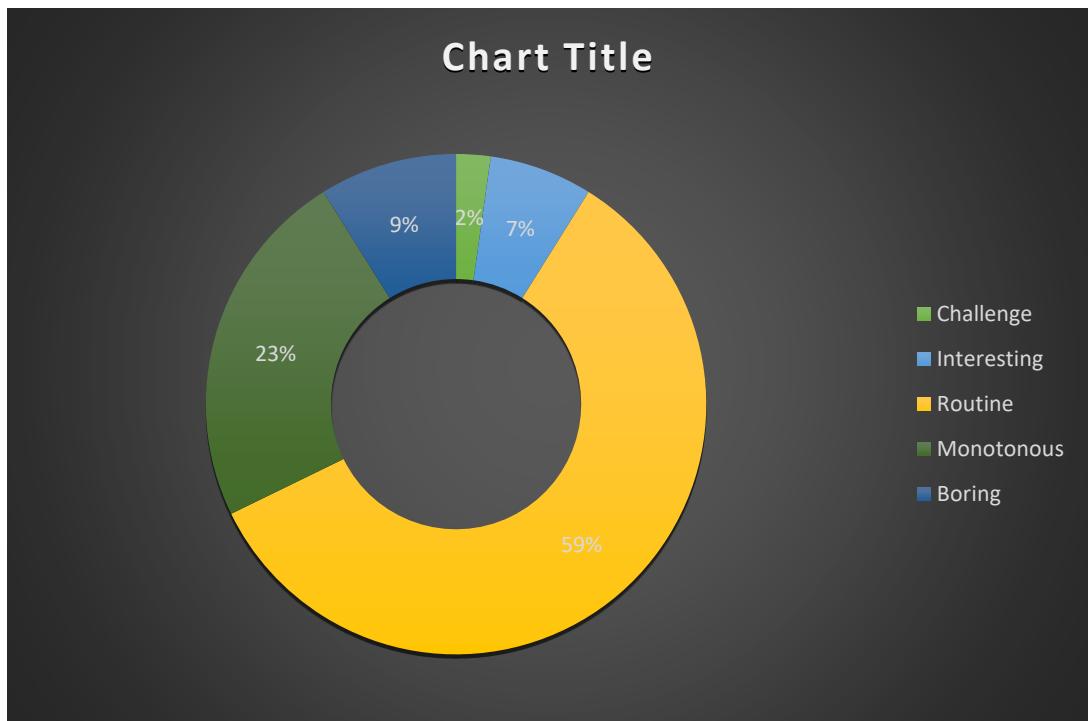
INFERENCES

From the above graph, we can analyse the Maximum 76% people said 7-8 hours and remaining 24% people said 10 hours. It is analysed from the above table that out of 90 employees surveyed from the location, 68 employees said that they work 7-8 hours and the remaining 22 employees stated that they can work in OT according to their choice.

TABLE 5.6. FEELINGS ABOUT THE JOB

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Challenge	2	2%
Interesting	6	7%
Routine	53	59%
Monotonous	21	23%
Boring	8	9%
TOTAL	90	100%

GRAPH: 5.6



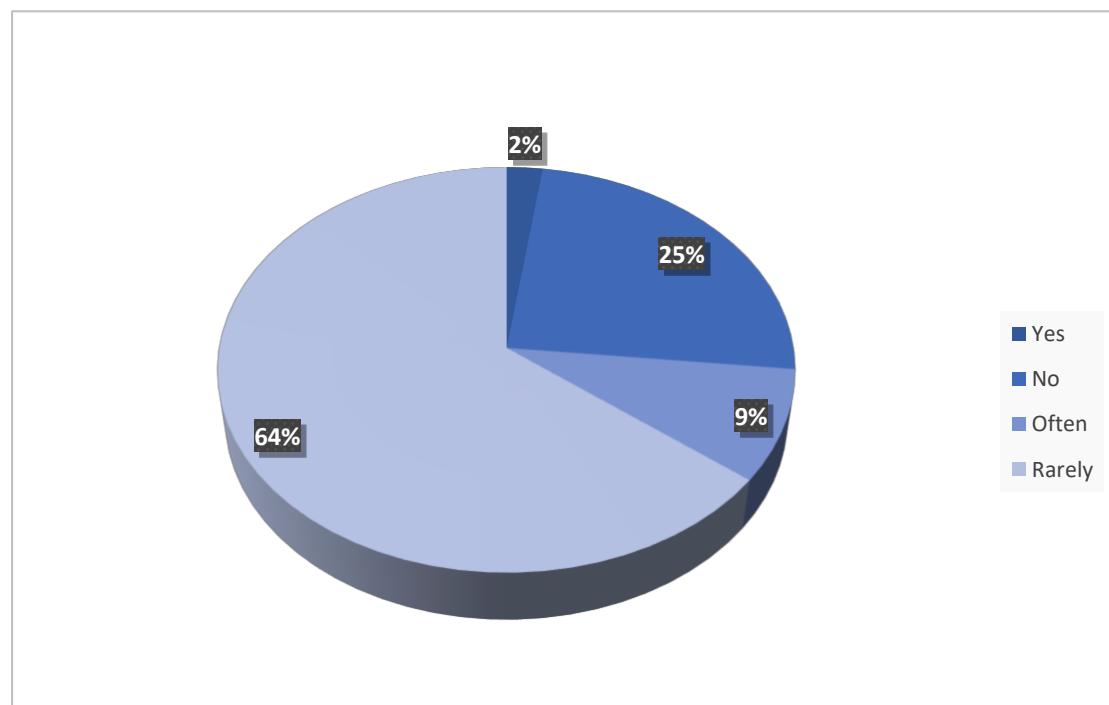
INFERENCES

From the above table, we can analyse the maximum number of 53 employees said that they are doing everything as usual with tolerance and they said that if the teeth are done in a new way, it will be better without tolerance.

TABLE. 5.7: FIND DIFFICULT TO CONCENTRATE OR REMEMBER MAXIMUM

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	2	2.2%
No	22	24.4%
Often	8	8.8%
Rarely	58	64%
TOTAL	90	100%

GRAPH: 5.7



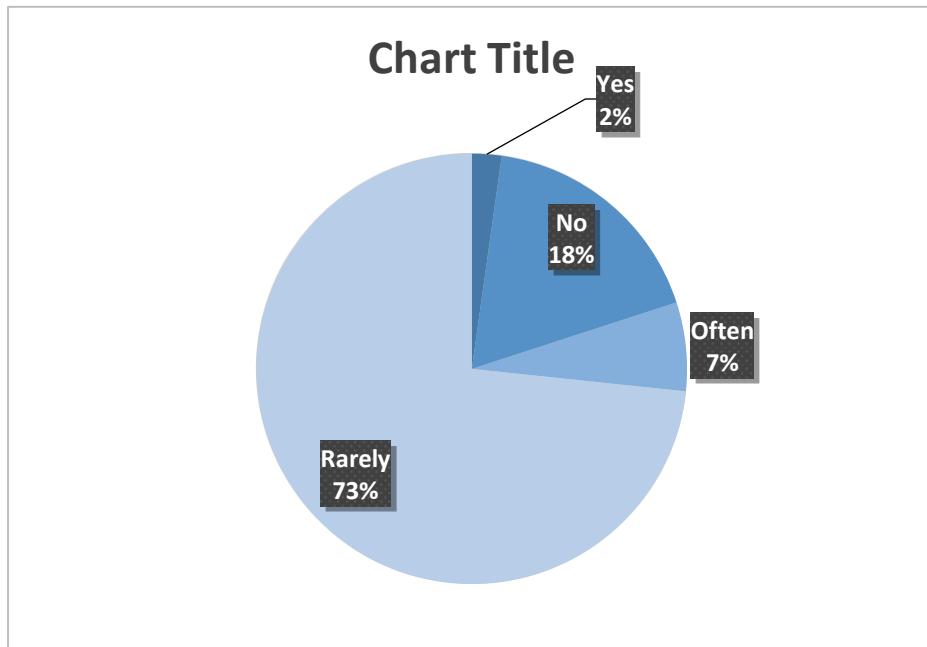
INFERENCES

From the above table, we can analyse When workers were asked whether they found it difficult to remember to concentrate on work, the maximum number of people said often and the least number said not at all. Knowing the technique to control it is very useful.

TABLE. 5.8: GET TIME TO MEET YOUR PERSONAL OBLIGATIONS EVERY DAY

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	2	2%
No	16	18%
Often	6	7%
Rarely	66	73%
TOTAL	90	100%

GRAPH: 5.8



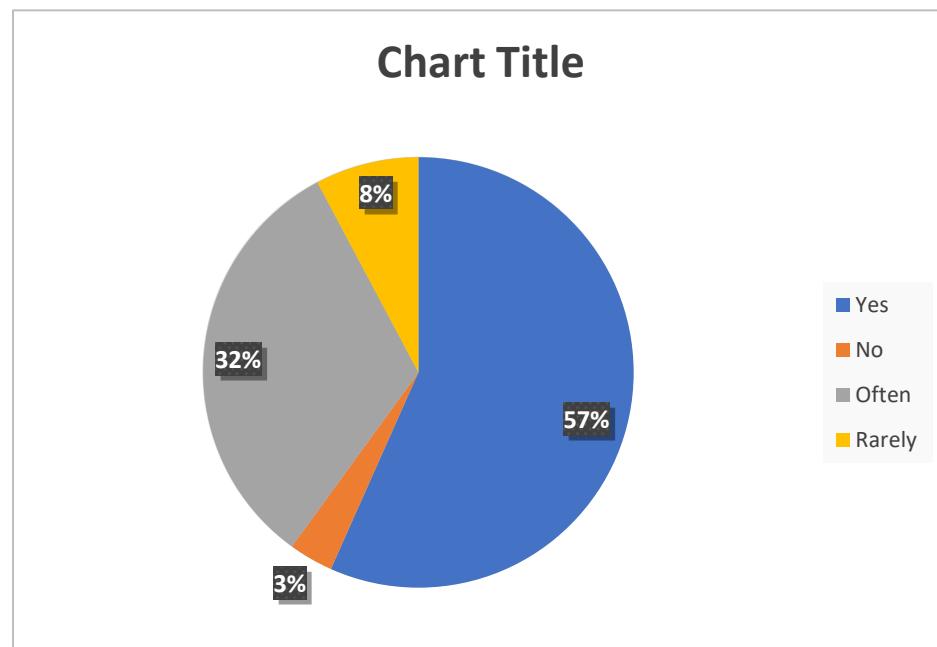
INFERENCES

From the above table, we can analyse When asked if they have time for personal things every day, most people said rarely for 76% And remaining 2% of the people saying yes 7% of the people saying often, 18% of the people saying no.

TABLE. 5.9: GET ANGRY WHEN YOU ARE INTERRUPTED AT WORK

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	51	57%
No	3	3%
Often	29	32%
Rarely	7	8%
TOTAL	90	100%

GRAPH: 5.9



INFERENCES

From the above table, we can analyse 51 out of 90 workers were asked if they would be angry if they were stopped at work and said yes and 29 workers said that often 3 persons said never and 7 persons said often.

TABLE. 5.10: EXPERIENCE TROUBLE IN TAKING DECISIONS

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	4	4%
No	16	18%
Often	21	23%
Rarely	49	54%
TOTAL	90	100%

GRAPH: 5.10



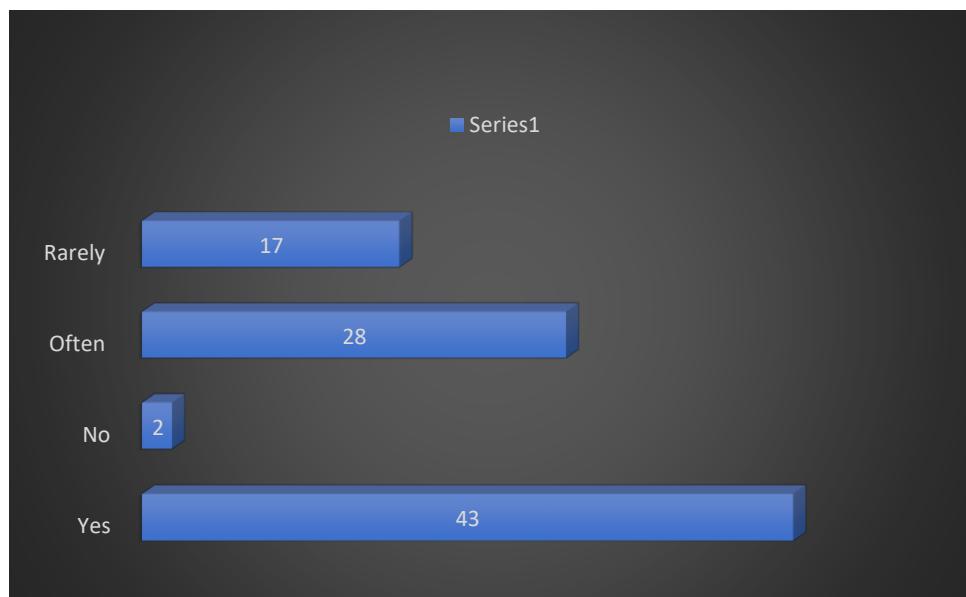
INFERENCES

From the above graph we can infer that few employees say yes and few say often, but more than half of the employees say no, they do not experience any trouble while making any important decisions as they feel confident about their decision making skills.

**TABLE. 5.11: EXPERIENCE REPETITIVENESS IN YOUR MISTAKES/
APPROACH**

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	43	48%
No	2	2%
Often	28	31%
Rarely	17	19%
TOTAL	90	100%

GRAPH: 5.11



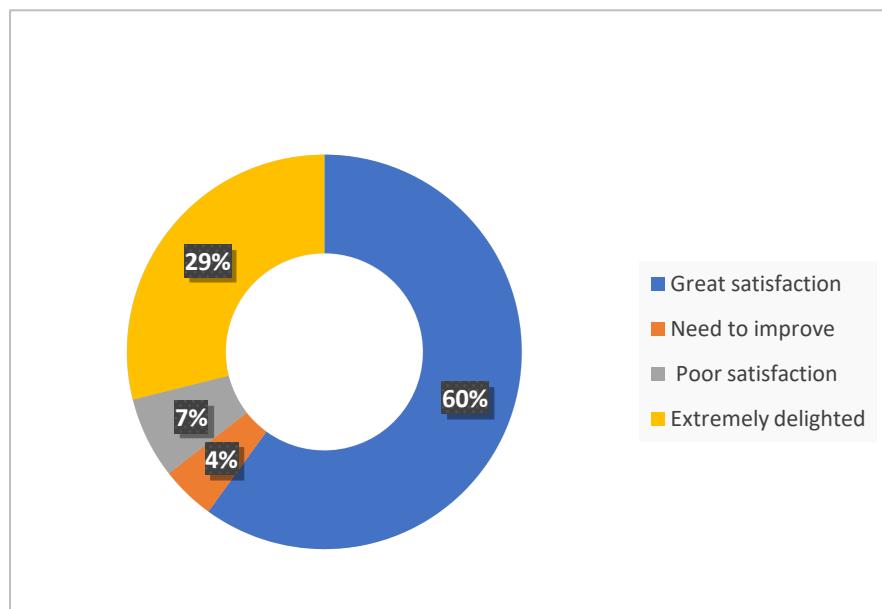
INFERENCES

From the above graph we can infer that majority of the employees experience repetitiveness in mistakes / approach but there are equal numbers of employees who say often and yes they do experience repetitiveness in their mistake and approach due to unmanageable stress levels.

TABLE. 5.12: LEVEL OF UNDERSTANDING OF HR AND WELFARE POLICIES

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Great satisfaction	54	60%
Need to improve	4	4%
Poor satisfaction	6	7%
Extremely delighted	26	29%
TOTAL	90	100%

GRAPH: 5.12



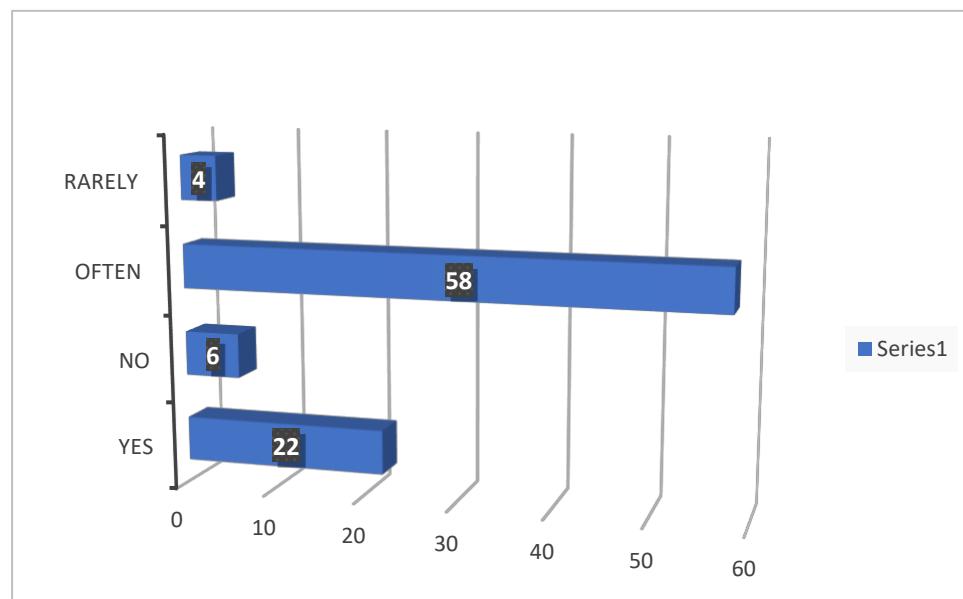
INFERENCES

Policies become benchmarks to compare and evaluate performance. They help motivate and build loyalty. A policy statement is very specific and commits the management to a definite course of action. Most of the employees is highly satisfaction to the HR welfare policy to this organisation

TABLE. 5.13: LOSE TEMPER WHILE BEING STRESSED AT WORK

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	22	24%
No	6	7%
Often	58	64%
Rarely	4	4%
TOTAL	90	100%

GRAPH: 5.13



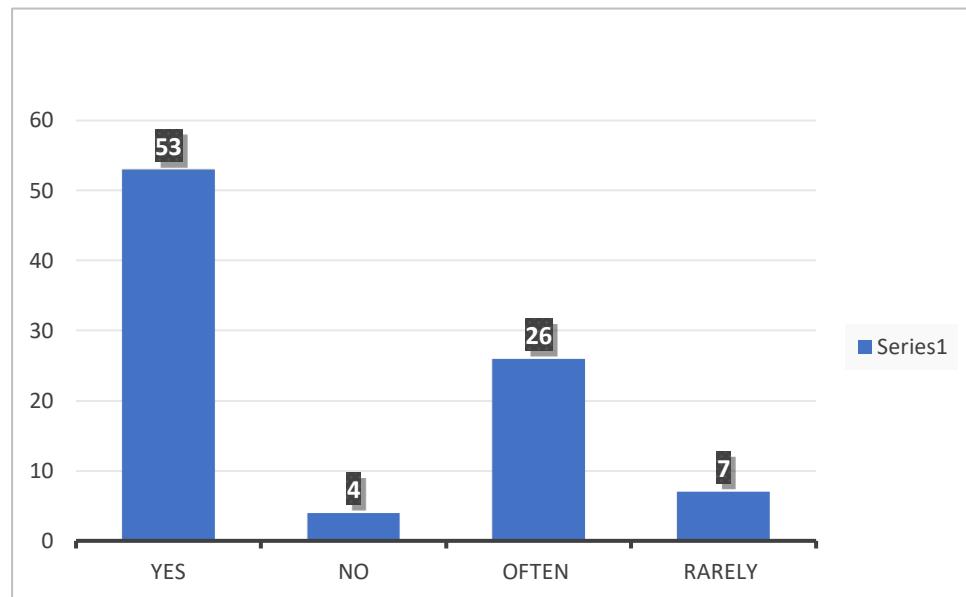
INFERENCES

From the above graph we can infer that few say rarely and no, that means employees have patience to deal with the difficult situations without losing temper but less than half of the employees say yes and very often they lose temper while being stressed at work.

TABLE. 5.14: PLAN YOUR DAY & WORK OUT THAT PLAN

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	53	59%
No	4	4%
Often	26	29%
Rarely	7	8%
TOTAL	90	100%

GRAPH: 5.14



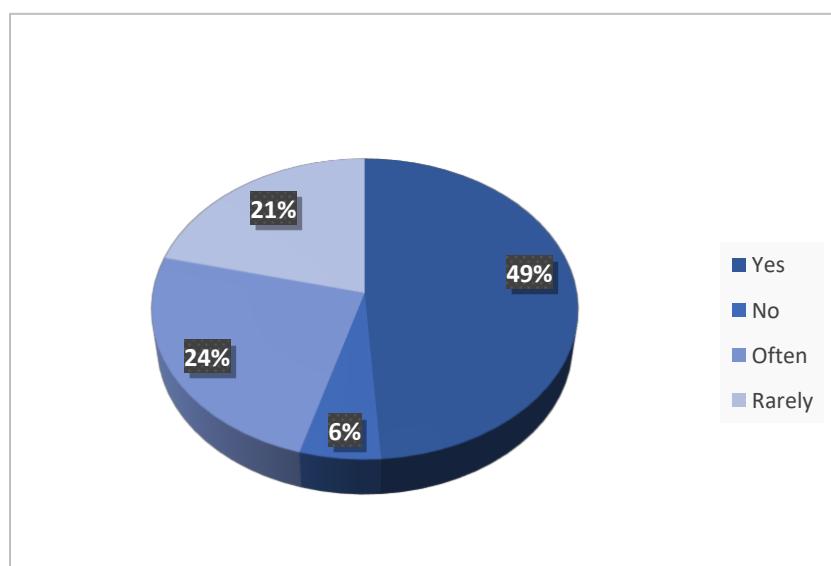
INFERENCES

From the above graph we can infer that majority of them says yes plan their day and work out the plan but the other employees in the organisation also say often , no and rarely do they plan their daily schedule which in turn will help them in achieving the bench mark they set for the day.

TABLE. 5.15: USUALLY ANXIOUS TO FINISH AN ASSIGNMENT/TASK,
SO THAT YOU CAN JOB

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	44	49%
No	5	6%
Often	22	24%
Rarely	19	21%
TOTAL	90	100%

GRAPH: 15



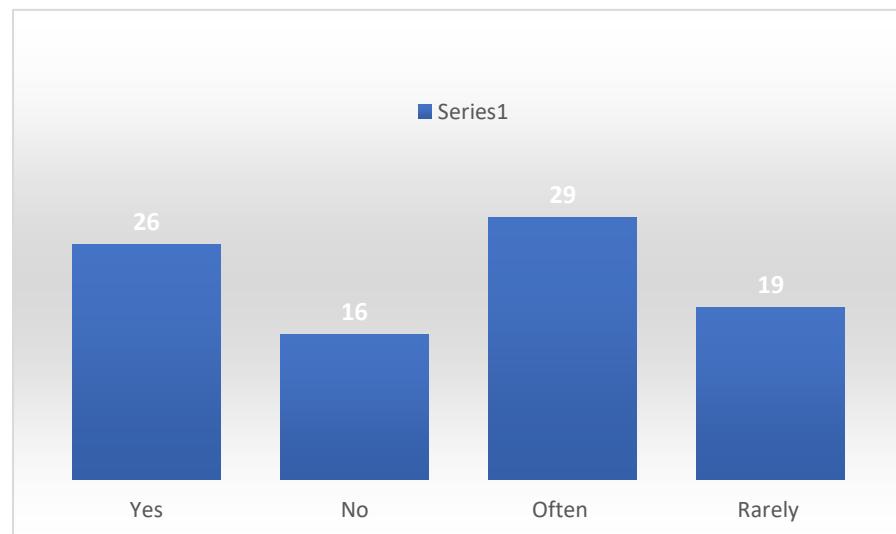
INFERENCES

From the above graph we can infer that more than half of the employees are anxious to finish an assignment, so that they cannot switch to another job while the others say no and least of the employees say often and rarely they try to finish their assignments quickly and this shows their anxiety level in completing tasks and switching to next work.

TABLE. 5.16: PRODUCTIVITY AFFECTED WHEN YOU ARE UNDER STRESS

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	26	29%
No	16	18%
Often	29	32%
Rarely	19	21%
TOTAL	90	100%

GRAPH: 5.16



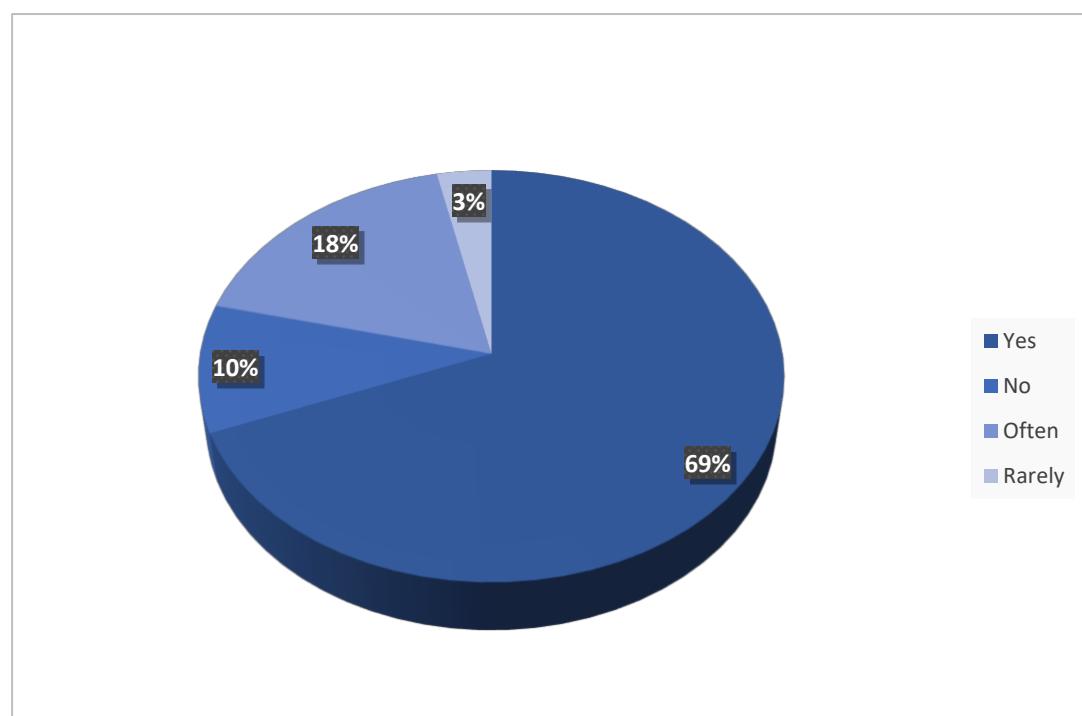
INFERENCES

From the above graph we can infer that equal number of employees in the organisation say their productivity is not affected to a great extent when they are under stress. But the other majority of employees say very often and rarely their productivity is affected when they have great pressure at work.

TABLE. 5.17: DOES YOUR PAY PACKAGE INDIRECTLY AFFECT YOUR STRESS

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	62	69%
No	9	10%
Often	16	18%
Rarely	3	3%
TOTAL	90	100%

GRAPH: 5.17



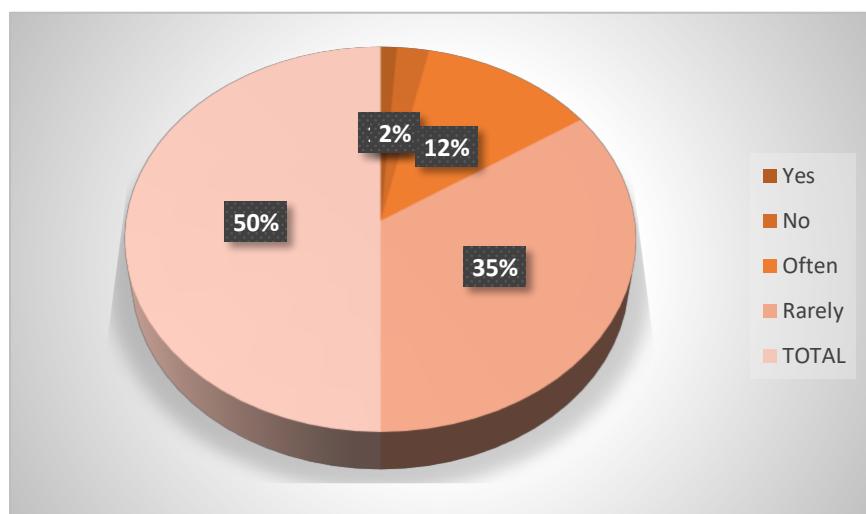
INFERENCES

From the above graph we can infer that majority of the employees say yes, often and rarely are they under stress due to their pay package while in contrast the other few employees are satisfied and are happy about their pay scale.

TABLE. 5.18: EXPERIENCE OCCUPATION INJURIES DUE TO STRESS BECAUSE OF WORK

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	2	2%
No	4	4%
Often	22	24%
Rarely	62	69%
TOTAL	90	100%

GRAPH: 5.18

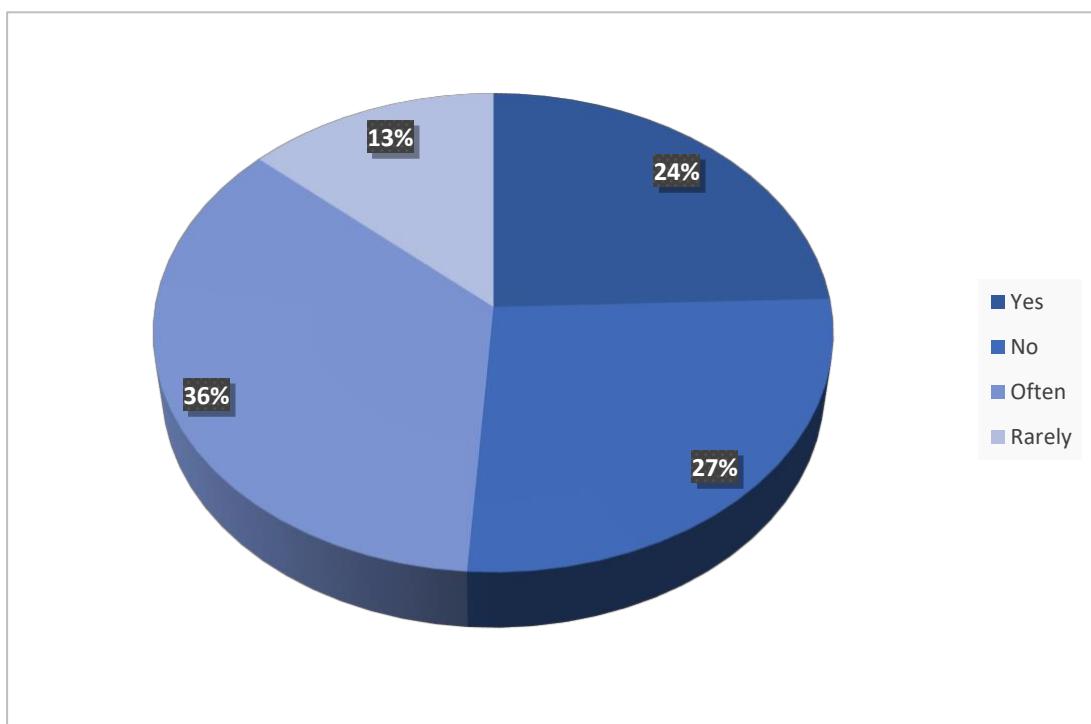


INFERENCES

From the above diagram above, when asked if stress at work causes you injuries, the maximum number of people said yes, so using techniques to control this is very effective.

TABLE. 5.19: JOB SATISFACTION

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	22	24%
No	24	27%
Often	32	35%
Rarely	12	13%
TOTAL	90	100%

GRAPH: 5.19

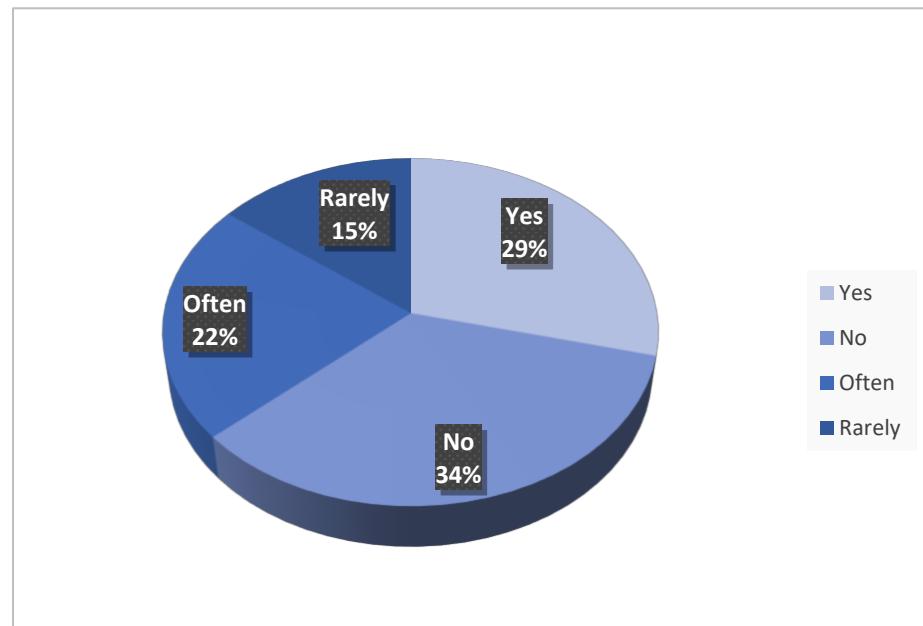
INFERENCES

From the graph above, people said that maximum number of people said this job satisfies and others number of people said that is not satisfy and often, rarely.

TABLE. 5.20: DO YOU REGULARLY WORK OVERTIME OR MORE THAN 8 HOURS?

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	26	29%
No	31	34%
Often	20	22%
Rarely	13	14%
TOTAL	90	100%

GRAPH: 5.20



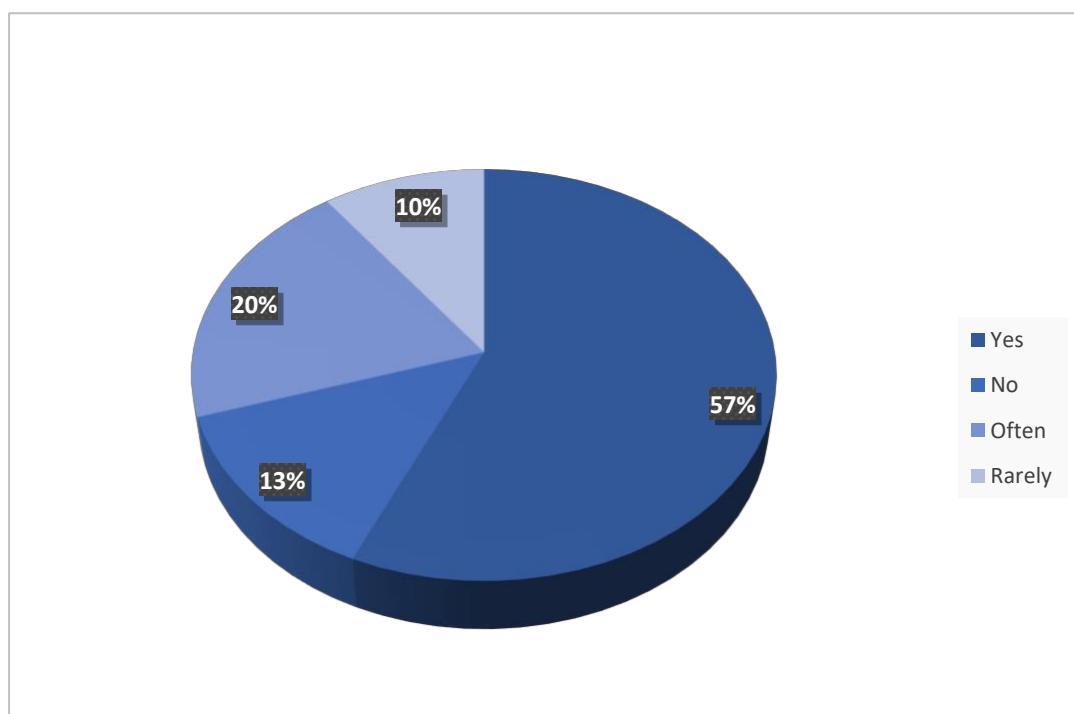
INFERENCES:

From the above graph we can infer that very few employees work overtime when they can't meet the organisation's target as they are set high and majority employees do not work overtime as they reach their targets in the given time.

TABLE. 5.21: THE WORKLOAD REASON FOR YOUR STRESS

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	51	57%
No	12	13%
Often	18	20%
Rarely	9	10%
TOTAL	90	100%

GRAPH: 5.21



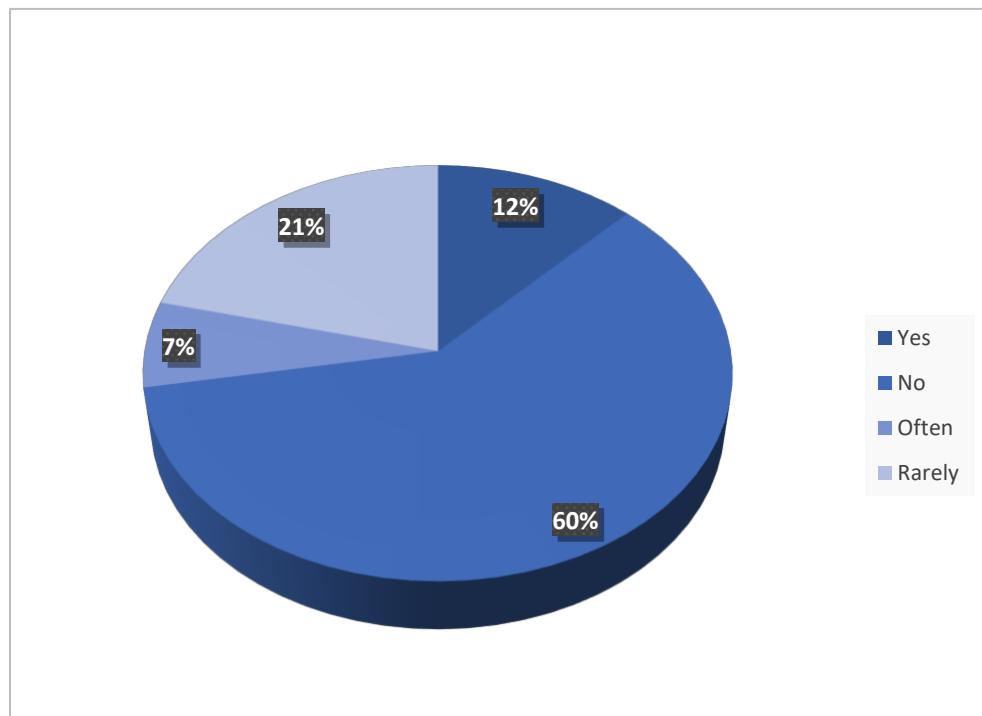
INFERENCES

From the above graph we can infer that work load is not the only prime reason causing stress as there are equal numbers of employees who say they are not and only rarely they find workload as a reason for stress. While the other major of the employees say yes and often they find too much workload to be the cause for their stress.

TABLE. 5.22: ANY EFFECT OF STRESS ON YOUR HEALTH

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	11	12%
No	54	60%
Often	6	7%
Rarely	19	21%
TOTAL	90	100%

GRAPH: 5.22



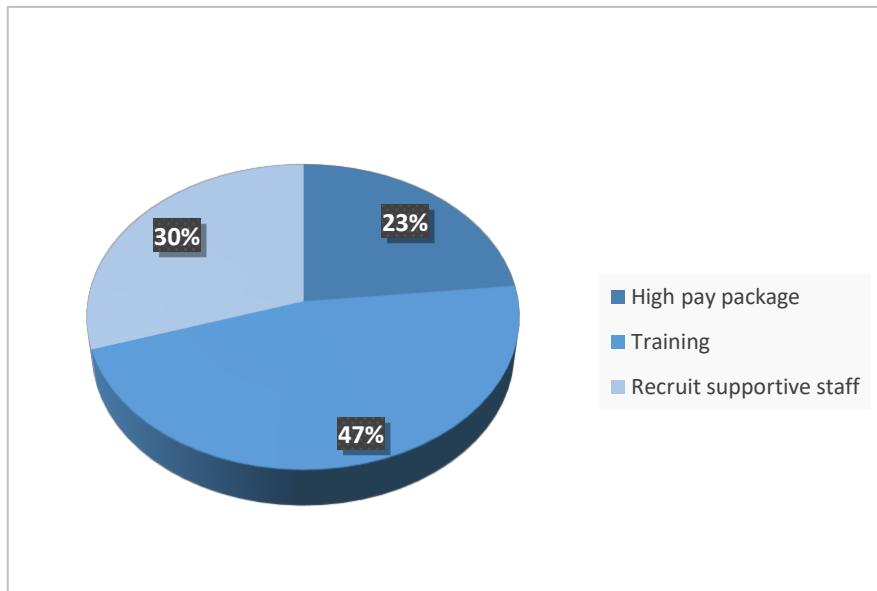
INFERENCES

From the above table we can analyse major of the workers says no. So This can put you at increased risk for a variety of physical and mental health problems, including anxiety, depression, digestive issues, headaches, muscle tension and pain, heart disease, heart attack, high blood pressure, stroke, sleep problems, weight gain, and memory and concentration impairment.

**TABLE. 5.23: WHAT DO YOU EXPECT FROM THE MANAGEMENT TO
RELIEVE THE STRESS OF EMPLOYEES**

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
High pay package	21	23%
Training	42	47%
Recruit supportive staff	27	30%
TOTAL	90	100%

GRAPH: 5.23



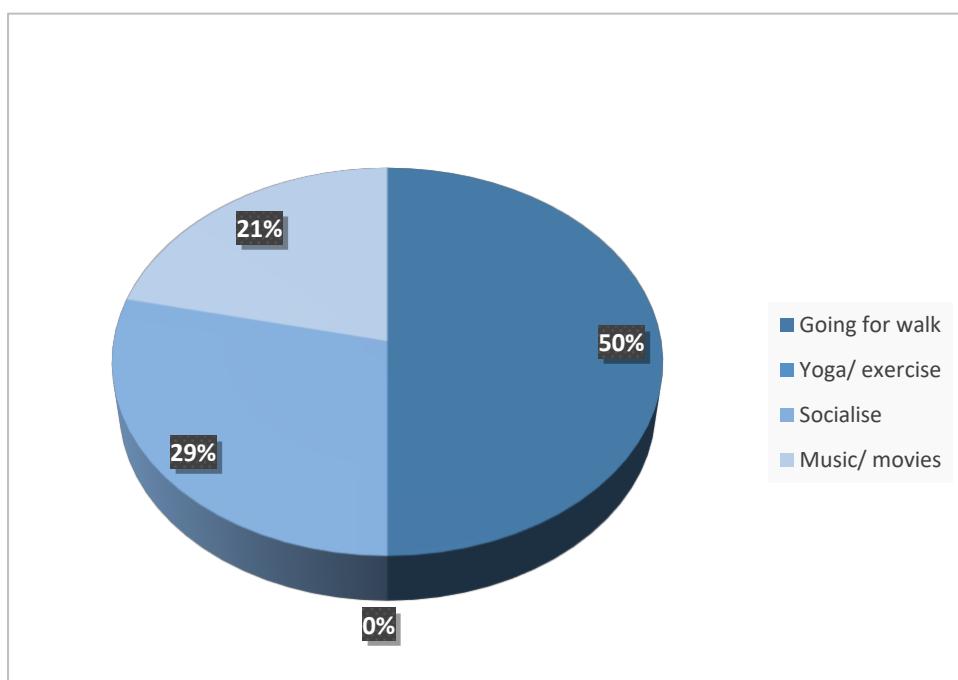
INFERENCES

From the above table, we can analyse most of the employees said he need to training. Many companies offer continuing training opportunities for employees, focusing on skills that can improve efficiency. Employees who are well-trained often have higher motivation and morale because they feel that the company has invested in their ability and development.

TABLE. 24: WHAT DO YOU GENERALLY DO TO RELIEVE YOUR STRESS

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Going for walk	42	47%
Yoga/ exercise	0	0%
Socialise	24	27%
Music/ movies	18	20%
TOTAL	90	100%

GRAPH: 5.24



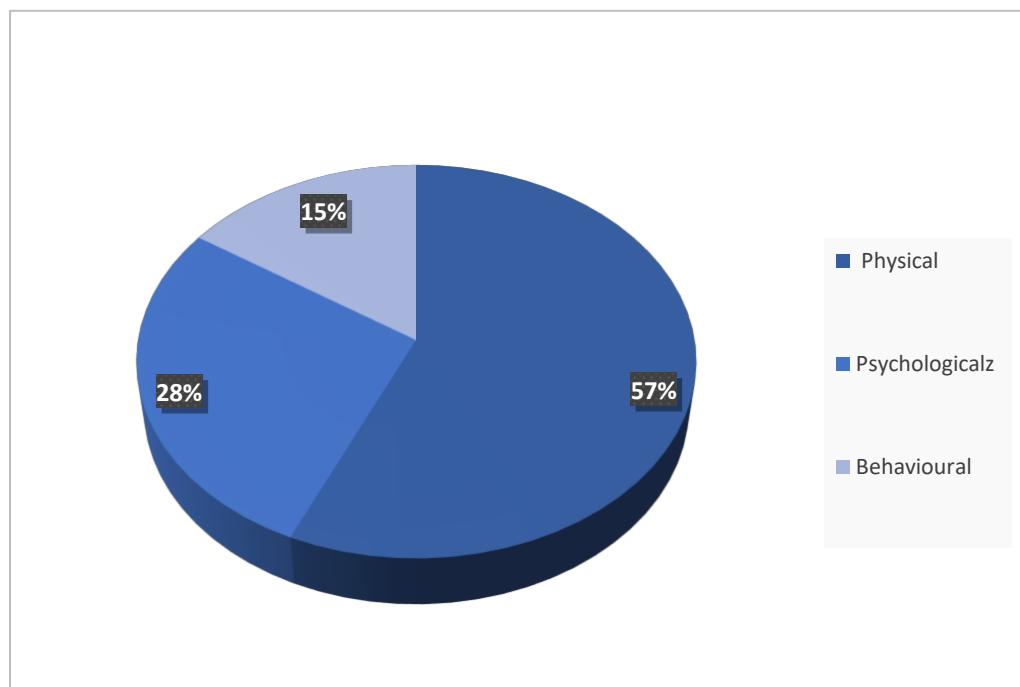
INFERENCES

From the above table we can find it the major number of workers it going for walk and the answer says socialise music and movies not to say yoga and exercise

TABLE. 5.25 : KIND OF STRESS YOU SUFFER IN YOUR JOB

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Physical	51	57%
Behavioural	14	15.%
Psychological	25	28%
TOTAL	90	100%

GRAPH: 5.25



INFERENCES

From the above table, we can find the result most of the employees says physical and the employee says physical logistic and of the workers says behaviour



CHAPTER - VI



SUMMARY OF FINDINGS

- Most of the employees have a long term relationship with the organisation i.e., from 3-5 years and are experienced and the remaining have a short term relationship varying from 1-3 years.
- There is a conducive working environment as majority of them in the organisation are able to work in the given time frame without any disturbances. But there are also situations where in the employees do not cope up with the time frames.
- Majority of the employees experience headaches or migraines, this happens when an individual constantly pressurises once mind for various reasons or other reasons like cold, pollution, dust. Etc. while the other few employees in the organisation have no impact on their health.
- Less than half of the employees get time to meet their personal obligations and are satisfied about the time schedule available for them to meet their personal obligations which includes spending time with family. While the rest of the employees say no and rarely do they get time to meet their personal obligations hence it adds on to their stress.
- Half and more than quarter of the entire working population get angry while they are interrupted at work which means they are under indirect stress. But also many employees in the organisation say no as they are calm and composed at work place.
- Majority of the employees do not experience trouble in taking decisions, that means they are confident about their decision making skills, but few others also experience problems while making important decisions due to lack of peace of mind.
- Most of the employees do not experience repetitiveness in mistakes/approach which in turn helps them perform efficiently in the organisation. But from the findings we observe that also equal number of employees in the organisation repeat mistakes due to unmanageable stress levels.
- Majority of them do not plan their day and work out the plan but the other employees in the organisation also say they do plan their daily schedule which in turn will help them in achieving the bench set for the day.

SUGGESTIONS:

- As employees stress levels should be within a healthy boundary, facilities like recreation, yoga classes, meditation, etc. could be introduced.
- A few feasible and peaceful stress buster programs could be implemented.
- An area for fun, games etc. to reduce stress could be created to relax the employee's mind and to lighten the environment.
- Proper counselling and grievance handling cell for all employees could benefit the employees to become stress free and perform better.
- Organisation should focus more on work life balance of employees and take initiatives in implementing the strategies.
- A customised training module to be used to specific skillset which will reduce the employee's job related stress and build the employee morale.

CONCLUSION :

The stress of employees at SUNBEAM COMPANY is within the optimal range for performance and the stress builds could be controlled. The various stress indicators of the employees are experiencing troubles while taking decisions, getting angry while interrupted at work, experiencing repetitiveness in mistakes or approach, difficulties in concentrating or remembering things, experience frequent headaches and migraines, etc.

The common responses given by employees under stress are heavy workload, low pay package, lack of training etc. It is also a comfortable environment to work as majority employees are able to work without disturbances or interruptions and also do they get time to meet their personal obligations. But since it is a manufacturing company, the environment adds on to an employee's stress.

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- P. SubbaRao, Human Resource Development, HimalayaPublications, New Delhi.
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E-REFERENCE

www.sunbeampower.com

ANNEXE

QUESTIONNAIRES

1. Number of years of service in the organisation.

- a) Less than 6 months
- b) 1-2 years
- c) 3-5years
- d) Above 5 years.

(இந்த நிறுவனத்தில் எத்தனை ஆண்டுகளாக வேலை செய்கிறீர்கள்?)

- a) 6 மாதத்திற்கும் குறைவாக
- b) 1-2 வருடங்கள்
- c) 3-5 வருடங்கள்
- d) 5 வருடத்திற்கும் மேலாக)

2. Do you have enough time to perform your work without any disturbance?

- a) Yes
- b) No
- c) Often
- d) rarely

(நீங்கள் எந்த இடையூறும் இல்லாமல் உங்கள் பணி செய்ய போதுமான நேரம் இருக்கிறதா?)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

3. Working days per week

- a) 6days

b) 5 days

(வாரத்திற்கு வேலை நாட்கள்)

- a) 6 நாட்கள்
- b) 5 நாட்கள்

4. working sifts

- a) Day
- b) Night
- c) Alternatives

(வேலை செய்யும் சல்லடைகள்)

- a) பகல்
- b) இரவு
- c) மாற்று நாட்கள்

5. Working hours

- 1) 7-8 hours
- 2) 10 hours

(வேலை நேரம்)

- a) 7-8 மணி நேரம்
- b) 10 மணி நேரம்

6. Feelings about your job

- a) Challenging
- b) Interesting
- c) Routine
- d) Monotonous
- e) Boring

(உங்கள் வேலையைப் பற்றிய உணர்வுகள்)

- a) சவாலானது
- b) சவாரஸ்யமானது
- c) வழக்கமான

d) சலிப்பான

7. Do you find it difficult to concentrate or remember maximum ?

- a) Yes
- b) No
- c) Often
- d) rarely

(தங்களுக்கு வேளையில் கவனம் செலுத்த மற்றும் நினைவில் வைத்துக்கொள்ள கடினமாக இருக்கிறதா?)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

8. Do you get time to meet your personal obligations every day?

- a) Yes
- b) No
- c) Often
- d) rarely

(உங்களுக்கு ஒவ்வொரு நாளும் தனிப்பட்ட விடயங்களுக்கு நேரம் கிடைகிறதா?)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

9. Do you get angry when you are interrupted at work?

- a) Yes
- b) No
- c) Often
- d) rarely

(வேளையில் தடுக்கப்பட்டால் கோபப்படுவீர்களா?)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

10. Do you experience trouble in taking decisions?

- a) Yes
- b) No
- c) often
- d) rarely

(பணியில் முடிவெடுக்க கழ்டப்படுகிறீர்களா?)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

11. Do you experience repetitiveness in your mistakes/ approach?

- a) Yes
- b) No
- c) Often
- d) rarely

(உங்களுடைய வேளையில் நீங்கள் செய்யும் தவறுகள் மற்றும் அனுகுமுறை ஒரேமாதிரி இருக்கிறதா?)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

12. Level of understanding of HR and welfare policies

- a) Great satisfaction
- b) Need to improve

- c) Poor satisfaction
- d) Extremely delighted

(HR மற்றும் நலன்புரி கொள்கைகள் பற்றிய புரிதலின் நிலை)

- a) பெரும் திருப்தி
- b) மேம்படுத்த வேண்டும்
- c) மோசமான திருப்தி
- d) மிகவும் மகிழ்ச்சி

13. Do you lose temper while being stressed at work?

- a. Yes
- b. No
- c. often
- d. rarely

(வேலையில் மன அழுத்தத்தில் இருக்கும் போது நீங்கள் நிதானத்தை இழக்கிறீர்களா)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

14. Do you plan your day & work out that plan?

- a. Yes
- b. No
- c. often
- d. rarely

(உங்கள் நாளைத் திட்டமிடுகிறீர்களா மற்றும் அந்தத் திட்டத்தைச் செயல்படுத்துகிறீர்களா)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

15. Are you usually anxious to finish an assignment/task, so that you can do a job?

- a. Yes
- b. No
- c. often
- d. rarely

(நீங்கள் வழக்கமாக ஒரு வேலையை/பணியை முடிக்க ஆர்வமாக உள்ளீர்களா)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

16. Is your productivity affected when you are under stress?

- a. Yes b. No c. often d. rarely

(நீங்கள் மன அழுத்தத்தில் இருக்கும்போது உங்கள் உற்பத்தித்திறன் பாதிக்கப்படுகிறதா)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

17. Does your pay package indirectly affect your stress?

- a. Yes b. No c. often d. rarely

(உங்களின் சம்பள தொகுப்பு மறைமுகமாக உங்கள் மன அழுத்தத்தை பாதிக்கிறதா)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

18. Do you experience occupation injuries due to stress because of work

- a. Yes b. No c. often d. rarely

(வேலையின் காரணமாக மன அழுத்தம் காரணமாக நீங்கள் தொழில் காயங்களை அனுபவிக்கிறீர்களா?)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

19. Are you satisfied with your job?

- a. Yes b. No c. often d. rarely

(உங்கள் வேலையில் நீங்கள் திருப்தியடைகிறீர்களா?)

- a) ஆம்
- b) இல்லை
- c) அடிக்கடி
- d) எப்போதாவது

20. Do you regularly work overtime or more than 8 hours?

- a. Yes b. No c. often d. rarely

(நீங்கள் வழக்கமாக கூடுதல் நேரம் அல்லது 8 மணிநேரத்திற்கு மேல் வேலை செய்கிறீர்களா ?)

- a) ஆம்
b) இல்லை
c) அடிக்கடி
d) எப்போதாவது

21. Is the workload reason for your stress?

- a. Yes b. No c. often d. rarely

(உங்கள் மன அழுத்தத்திற்கு பணிச்சுறை காரணமா?)

- a) ஆம்
b) இல்லை
c) அடிக்கடி
d) எப்போதாவது

22. Is there any effect of stress on your health?

- a. Yes b. No c. often d. rarely

(உங்கள் ஆரோக்கியத்தில் மன அழுத்தத்தால் ஏதேனும் பாதிப்பு உள்ளதா?)

- a) ஆம்
b) இல்லை
c) அடிக்கடி
d) எப்போதாவது

23. What do you expect from the management to relieve the stress of employees ?

- a) High pay package
b) Training
c) Recruit supportive staff

(ஊழியர்களின் மன அழுத்தத்தைக் குறைக்க நிர்வாகத்திடம் நீங்கள் என்ன எதிர்பார்க்கிறீர்கள்?)

- a) உயர் ஊதிய தொகுப்பு
- b) பயிற்சி
- c) ஆதரவான பணியாளர்களை நியமித்தல்

24. What do you generally do to relieve your stress?

- a) Going for walk
- b) Yoga / exercise
- c) Socialise
- d) Music/ movies

(உங்கள் மன அழுத்தத்தை போக்க நீங்கள் பொதுவாக என்ன செய்கிறீர்கள்?)

- a) நடைப்பயிற்சி செல்வது
- b) யோகா/யரோபிக்ஸ்/ உடற்பயிற்சி
- c) சமூகமயமாக்கல்
- d) இசை/திரைப்படங்கள்

25.kind of stress you suffer in your job

- a) Physical
- b) Psychological
- c) Behavioural

(உங்கள் வேலையில் நீங்கள் அனுபவிக்கும் மன அழுத்தம்)

- a) உடல்
- b) உளவியல்
- c) நடத்த